

~~STORAGE~~*Cape May*

1981-1982 CITY OF CAPE MAY-PBA LOCAL 59 AGREEMENT

PAGE 1

A G R E E M E N T

BETWEEN

CITY OF CAPE MAY, *City of*

COUNTY OF CAPE MAY, NEW JERSEY

AND

CAPE MAY P. B. A. - LOCAL 59

X JANUARY 1, 1981 THROUGH DECEMBER 31, 1982

P R E A M B L E

THIS AGREEMENT, MADE THIS 22ND DAY OF DECEMBER, 1980,
 BY AND BETWEEN THE CITY OF CAPE MAY, CAPE MAY COUNTY, NEW
 JERSEY, (HEREINAFTER REFERRED TO AS "CITY" OR THE "EMPLOYER"),
 AND LOCAL 59, POLICE BENEVOLENT ASSOCIATION, (HEREINAFTER
 REFERRED TO AS "PBA"),

WITNESSETH:

WHEREAS, FOR THE PURPOSE OF MUTUAL UNDERSTANDING AND
 IN ORDER THAT A HARMONIOUS RELATIONSHIP MAY EXIST BETWEEN THE
 CITY AND THE PBA, TO THE END THAT CONTINUOUS AND EFFICIENT
 SERVICE WILL BE RENDERED TO AND BY BOTH PARTIES, FOR THE
 BENEFIT OF BOTH;

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

ARTICLE I. - R E C O G N I T I O N

A. THE CITY HEREBY RECOGNIZES LOCAL 59 PBA AS THE
 EXCLUSIVE COLLECTIVE NEGOTIATIONS AGENT FOR ALL PATROLMEN,
 SERGEANTS AND LIEUTENANT IN THE POLICE DEPARTMENT.

LIBRARY

B. THE TITLE OF POLICEMAN SHALL BE DEFINED ~~MEANING~~ INCLUDE
 THE PLURAL AS WELL AS THE SINGULAR AND TO INCLUDE ~~or~~ MALES AND
 FEMALES.

SEP 01 1981

ARTICLE II. - A S S O C I A T I O N

RUTGERS UNIVERSITY

REPRESENTATIVE & MEMBERS

A. THE EMPLOYER AGREES TO GRANT THE NECESSARY TIME

OFF, NOT TO EXCEED ONE (1) WEEK, WITHOUT DISCRIMINATION, TO ANY EMPLOYEE DESIGNATED BY THE PBA TO ATTEND PBA LOCAL NO. 59 STATE AND INTERNATIONAL MEETINGS OR CONVENTIONS, OR TO SERVE IN ANY CAPACITY ON OTHER OFFICIAL PBA BUSINESS PROVIDED FORTY-EIGHT (48) HOURS WRITTEN NOTICE IS GIVEN TO THE EMPLOYER BY THE PBA, AND FURTHER PROVIDED THAT FOR OTHER THAN CONVENTION LEAVE, APPROVAL MUST BE RECEIVED FROM THE CITY FOR THE EMPLOYEE SEEKING LEAVE TO PARTICIPATE ON "OFFICIAL PBA BUSINESS" AND FURTHER PROVIDED THAT SUCH APPROVAL SHALL NOT BE UNREASONABLY WITHHELD. NO MORE THAN (2) EMPLOYEES SHALL BE GRANTED TIME OFF AT ANY ONE TIME.

B. ACCREDITED REPRESENTATIVES OF THE ASSOCIATION MAY ENTER THE CITY FACILITIES OR PREMISES AT REASONABLE HOURS FOR THE PURPOSE OF OBSERVING WORKING CONDITIONS OR ASSISTING IN THE ADJUSTMENT OF GRIEVANCES. WHEN THE ASSOCIATION DECIDES TO HAVE ITS REPRESENTATIVES ENTER CITY FACILITIES OR PREMISES, IT WILL REQUEST SUCH PERMISSION FROM THE APPROPRIATE CITY REPRESENTATIVES, AND SUCH PERMISSION WILL NOT BE UNREASONABLY WITHHELD, PROVIDED THERE SHALL BE NO INTERFERENCE WITH NORMAL OPERATIONS OF THE BUSINESS OF CITY GOVERNMENT OR NORMAL DUTIES OF ITS EMPLOYEES.

C. ONE (1) ASSOCIATION REPRESENTATIVE AND ONE (1) ASSISTANT ASSOCIATION REPRESENTATIVE MAY BE APPOINTED TO REPRESENT THE ASSOCIATION IN GRIEVANCES WITH THE CITY.

D. DURING NEGOTIATIONS, THE ASSOCIATION REPRESENTATIVES SO AUTHORIZED BY THE ASSOCIATION, NOT TO EXCEED TWO (2) SHALL BE EXCUSED FROM THEIR NORMAL DUTIES FOR SUCH PERIODS OF NEGOTIATIONS AS ARE REASONABLE AND NECESSARY, AND SHALL SUFFER NO LOSS OF REGULAR PAY THEREBY.

E. THE ASSOCIATION SHALL ADVISE THE CHIEF OF POLICE AND THE CITY MANAGER IN WRITING OF THE NAMES, ADDRESSES, AND TITLES OF ITS REPRESENTATIVES ANNUALLY IN JANUARY AND WITHIN SEVEN (7) DAYS FOLLOWING EACH CHANGE.

ARTICLE III. - RETIREMENT

A. EMPLOYEES SHALL RETAIN ALL PENSION RIGHTS UNDER NEW JERSEY LAW AND ORDINANCES OF THE CITY OF CAPE MAY.

ARTICLE IV. - LEAVE OF ABSENCE

A. A LEAVE OF ABSENCE WITHOUT PAY MAY BE GRANTED FOR GOOD CAUSE TO ANY EMPLOYEE FOR A PERIOD OF UP TO SIX (6) MONTHS. THIS IS TO BE AT THE DISCRETION OF THE CITY MANAGER

AFTER RECOMMENDATION FROM THE CHIEF OF POLICE AND THE CAPTAIN. SAID LEAVE MAY BE EXTENDED FOR UP TO AN ADDITIONAL SIX (6) MONTHS PERIOD OF TIME IN ACCORDANCE WITH CIVIL SERVICE STATUTES.

ARTICLE V. - HOURS OF WORK & OVERTIME

A. THE WORK SCHEDULE FOR THE DURATION OF THIS CONTRACT SHALL BE AS FOLLOWS:

1. THE WORK WEEK SHALL CONSIST OF FIVE (5) DAYS.

2. THERE SHALL BE NO MINIMUM OF HOURS OFF BETWEEN SCHEDULED TOURS OF DUTY. HOWEVER, THERE SHALL BE NO SYSTEMATIC OR REGULAR PATTERN OF CHANGES IN SCHEDULED TOURS OF DUTY WHICH WILL RESULT IN AN UNREASONABLE NUMBER OF HOURS OFF BETWEEN SCHEDULED TOURS OF DUTY.

3. THE DAYS OFF AT THE END OF THE FIVE (5) WORKING DAYS SHALL BE CONSECUTIVE.

4. THERE SHALL BE THREE (3) ROTATING SHIFTS OF EIGHT (8) HOURS DURATION. THE SHIFTS SHALL COMMENCE AT 8 A.M., 4 P.M., AND MIDNIGHT.

5. THE PRESENT WORKING SCHEDULE OF THE POLICE DEPARTMENT CALLS FOR A LONGER THAN FORTY (40) HOUR WEEK. SO LONG AS THIS SCHEDULE REMAINS IN FORCE, THE ADDITIONAL HOURS ABOVE THE FORTY (40) HOURS MAY BE COMPENSATED IN COMPENSATORY TIME OFF RATHER THAN AT THE CASH PREMIUM RATE SET FORTH IN SECTION B OF THIS ARTICLE.

B. IF AN EMPLOYEE IS REQUIRED TO WORK LONGER THAN HIS REGULAR TOUR OF DUTY, HE SHALL BE PAID AT THE RATE OF TIME AND ONE-HALF. ALL TIME ABOVE FORTY (40) HOURS PER WEEK SHALL BE COMPENSATED AT THE RATE OF TIME AND ONE-HALF, EXCEPT AS SET FORTH IN PARAGRAPH A ABOVE.

C. IN COMPUTING OVERTIME PAYMENT, IN ACCORDANCE WITH PARAGRAPH B ABOVE, NO COMPENSATION SHALL BE PAID FOR UP TO 30 MINUTES, AND ONE (1) HOUR COMPENSATION SHALL BE PAID FOR OVER 31 MINUTES.

D. IF AN EMPLOYEE IS RECALLED TO DUTY, HE SHALL RECEIVE A MINIMUM GUARANTEE OF THREE HOURS COMPENSATION AT THE PREMIUM RATE SET FORTH IN PARAGRAPH B, PROVIDED SAID RECALL DUTY IS NOT CONTIGUOUS WITH THE EMPLOYEE'S NORMAL SHIFT.

E. OVERTIME COMPENSATION SHALL BE PAID AS SUBMITTED

EACH PAY PERIOD.

F. COURT TIME. IN THE EVENT AN EMPLOYEE APPEARS IN COURT DURING OTHER THAN HIS REGULARLY SCHEDULED WORK DAY ON OFFICIAL MUNICIPAL BUSINESS, HE SHALL RECEIVE COMPENSATION AT THE FOLLOWING RATE:

1. FOR MUNICIPAL COURT APPEARANCES, A GUARANTEED THREE (3) HOURS COMPENSATION AT STRAIGHT TIME, REGARDLESS OF DURATION.

2. FOR COUNTY COURT APPEARANCES, A GUARANTEED FOUR (4) HOURS COMPENSATION AT STRAIGHT TIME, AND HOUR FOR HOUR BEYOND FOUR (4) HOURS. THE MINIMUM GUARANTEE HEREIN SET FORTH SHALL APPLY TO EACH DAILY ATTENDANCE AT COURT, REGARDLESS OF THE NUMBER OF APPEARANCES INVOLVED.

G. NO EMPLOYEE SHALL LOSE HIS OVERTIME OR DAYS OFF AS A RESULT OF A SHIFT CHANGE.

H. IT IS AGREED THAT EMPLOYEES WHO PARTICIPATE IN EXCHANGES OF SHIFTS SHALL NOT BECOME ENTITLED TO OVERTIME AS A RESULT OF THE EXCHANGE OF SHIFT. IF IS FURTHER AGREED THAT EMPLOYEES WILL NOT CALL IN SICK FOR THE SOLE PURPOSE OF PROVIDING ANOTHER EMPLOYEE WITH OVERTIME.

ARTICLE VI. - VACATIONS

A. ANNUAL VACATION SHALL BE GRANTED IN ACCORDANCE WITH THE FOLLOWING SCHEDULE:

- (A) UP TO THE END OF THE FIRST CALENDAR YEAR, ONE (1) CALENDAR DAY PER MONTH, NOT TO EXCEED ONE (1) CALENDAR WEEK.
- (B) DURING THE SECOND YEAR, TWO (2) CALENDAR WEEKS.
- (C) DURING THE THIRD THROUGH FIFTH YEARS, THREE (3) CALENDAR WEEKS.
- (D) DURING THE SIXTH YEAR, THREE (3) WEEKS PLUS ONE (1) DAY.
DURING THE SEVENTH YEAR, THREE (3) WEEKS PLUS TWO DAYS.
DURING THE EIGHTH YEAR, THREE (3) WEEKS PLUS THREE (3) DAYS.
DURING THE NINTH YEAR, THREE (3) WEEKS PLUS FOUR (4) DAYS.
DURING THE TENTH YEAR, FOUR (4) CALENDAR WEEKS.
- (E) DURING THE ELEVENTH YEAR, FOUR

(4) WEEKS PLUS ONE (1) DAY.
DURING THE TWELFTH YEAR, FOUR (4)
WEEKS PLUS TWO (2) DAYS.
DURING THE THIRTEENTH YEAR, FOUR (4)
WEEKS PLUS THREE (3) DAYS.
DURING THE FOURTEENTH YEAR, FOUR (4)
WEEKS PLUS FOUR (4) DAYS.
DURING THE FIFTEENTH YEAR, FIVE (5)
CALENDAR WEEKS.
(F) DURING THE SIXTEENTH YEAR, FIVE
(5) WEEKS PLUS ONE (1) DAY.
DURING THE SEVENTEENTH YEAR, FIVE (5)
WEEKS PLUS TWO (2) DAYS.
DURING THE EIGHTEENTH YEAR, FIVE (5)
WEEKS PLUS THREE (3) DAYS.
DURING THE NINETEENTH YEAR, FIVE (5)
WEEKS PLUS FOUR (4) DAYS.
DURING THE TWENTIETH YEAR, SIX (6)
CALENDAR WEEKS.

B. IF THE TAKING OF VACATION WOULD BE IMPOSSIBLE
DURING THE CALENDAR YEAR EARNED, THEN VACATION DAYS MAY BE
CARRIED OVER TO THE NEXT SUCCEEDING YEAR ONLY, BUT WILL NOT BE
PERMITTED TO ACCUMULATE FROM YEAR TO YEAR THEREAFTER.

C. THE VACATION PERIOD SHALL BE FROM JANUARY 1ST
THROUGH JUNE 15, AND FROM THE DAY AFTER LABOR DAY THROUGH
DECEMBER 31ST OF EACH YEAR.

D. EMPLOYEES MAY START THEIR VACATIONS ON ANY DAY.
VACATIONS MUST BE TAKEN IN A MINIMUM OF ONE (1) WEEK
INCREMENTS, EXCEPT WHERE THE AMOUNT OF VACATION DAYS TO WHICH
AN EMPLOYEE MAY BE ENTITLED COULD NOT BE TAKEN IN ONE (1) WEEK
INCREMENTS IN WHICH CASE ONE (1) WEEK INCREMENTS SHALL BE
TAKEN TO THE EXTENT POSSIBLE AND THE BALANCE OF VACATION DAYS
SHALL BE TAKEN CONSECUTIVELY.

ARTICLE VII - H O L I D A Y S

A. EMPLOYEES SHALL BE ENTITLED TO THIRTEEN (13) PAID
HOLIDAYS AND THREE (3) PERSONAL DAYS OFF.

B. HOLIDAYS SHALL BE COMPENSATED BY PAY AT STRAIGHT
TIME RATES.

ARTICLE VIII - S I C K L E A V E

A. IF AN EMPLOYEE IN THE LINE OF DUTY IS

INCAPACITATED AND UNABLE TO WORK BECAUSE OF A JOB RELATED INJURY, OR ILLNESS, HE SHALL BE ENTITLED TO INJURY LEAVE WITH FULL PAY DURING THE PERIOD IN WHICH HE IS UNABLE TO PERFORM HIS DUTIES, AS CERTIFIED BY THE EMPLOYEE'S OWN DOCTOR. IN THE EVENT OF A JOB RELATED ILLNESS, THE CERTIFICATION AS SET FORTH ABOVE MUST BE MADE BY THE EMPLOYER'S DOCTOR. SUCH PAYMENT SHALL BE DISCONTINUED WHEN AN EMPLOYEE IS PLACED ON DISABILITY LEAVE OR PENSION.

B. EMPLOYEES SHALL BE GRANTED FIFTEEN (15) SICK DAYS A YEAR, WHICH SHALL BE ACCUMULATIVE FROM YEAR TO YEAR AND SHALL BE UNLIMITED. EMPLOYEES SHALL NOT BE REQUIRED TO PROVIDE THE CITY WITH A DOCTOR'S NOTE UNTIL THE BEGINNING OF THE FOURTH (4TH) DAY. IF THE CITY DETERMINES THAT THERE IS A PATTERN OF ABUSE OF SICK LEAVE BY AN EMPLOYEE, THEN THE CITY CAN REQUIRE SAID EMPLOYEE TO BE EXAMINED BY THE EMPLOYER'S DOCTOR AT THE CITY'S EXPENSE.

C. EMPLOYEES WILL BE ENTITLED TO A CASH PAYMENT UPON RETIREMENT FOR UNUSED SICK LEAVE IN ACCORDANCE WITH THE FOLLOWING FORMULAS:

1. EMPLOYEES WITH TWENTY-FIVE (25) OR MORE YEARS OF SERVICE WILL BE PAID FIFTY (50%) PERCENT OF THE VALUE OF ACCUMULATED UNUSED SICK LEAVE UP TO A MAXIMUM OF TEN THOUSAND (\$10,000.) DOLLARS.

2. EMPLOYEES WITH UNDER TWENTY-FIVE (25) YEARS OF SERVICE WILL BE PAID TWENTY-FIVE (25%) PERCENT OF THE VALUE OF ACCUMULATED UNUSED SICK LEAVE UP TO A MAXIMUM OF TEN THOUSAND (10,000.) DOLLARS.

ARTICLE IX - I N S U R A N C E , HEALTH & WELFARE

A. THE CITY SHALL PROVIDE BLUE CROSS, BLUE SHIELD, RIDER J, AND MAJOR MEDICAL INSURANCE FOR THE EMPLOYEES UPON HIRING AND SHALL PROVIDE THE ABOVE COVERAGE FOR HIS FAMILY (SPOUSE AND CHILDREN) BEGINNING THE THIRD MONTH OF EMPLOYMENT. THE CITY SHALL HAVE THE RIGHT TO CHANGE INSURANCE CARRIERS SO LONG AS SUBSTANTIALLY SIMILAR BENEFITS ARE PROVIDED.

B. THE CITY WILL MAINTAIN PERSONAL LIABILITY AND FALSE ARREST INSURANCE, AT COVERAGE LEVELS EQUAL TO OR GREATER THAN THOSE IN EFFECT AT THE TIME OF THIS CONTRACT.

C. THE CITY SHALL PROVIDE INSURANCE COVERAGE ON EMPLOYEES IN THEIR PERSONAL VEHICLES WHEN SAID VEHICLES ARE AUTHORIZED TO BE USED IN THE SCOPE OF EMPLOYMENT, AS DEFINED IN THE CITY'S INSURANCE CONTRACT.

D. THE CITY SHALL SUPPLY TO ALL MEMBERS OF THE BARGAINING UNIT LEGAL AID AS PROVIDED BY N.J.S.A. 40A:14-155, AS AMENDED.

ARTICLE X - E X C H A N G E O F D A Y S O F F

A. THE CHIEF OR CAPTAIN MAY GRANT THE REQUEST OF ANY MEMBER OF THE DEPARTMENT TO EXCHANGE HOURS, DUTIES, OR DAYS OFF.

B. SUCH REQUEST SHALL BE REASONABLY GRANTED ON A UNIFORM BASIS WITH STANDARD RULES AND REGULATIONS PROMULGATED BY THE CHIEF APPLYING TO ALL EMPLOYEES WHO MAKE THIS REQUEST. NON-AVAILABILITY OF SAME RANK PERSONNEL MAY BE A REASON USED FOR DENIAL OF SUCH EXCHANGE.

ARTICLE XI - C L O T H I N G A L L O W A N C E

A. THE CITY SHALL SUPPLY ALL REQUIRED UNIFORMS AND EQUIPMENT TO STARTING POLICE OFFICERS.

B. THE DETECTIVES SHALL RECEIVE FOUR HUNDRED TWENTY-FIVE (\$425.) DOLLARS PER ANNUM AS A CLOTHING ALLOWANCE FOR PURCHASE AND MAINTENANCE.

C. THE COST FOR SPECIALIZED CLOTHING AND EQUIPMENT, IF ANY, REQUIRED FOR SEA-GIRT TRAINING SCHOOL, SHALL BE REIMBURSED BY THE CITY.

D. IN ADDITION TO THE ABOVE, THE CITY SHALL SUPPLY ALL THE MEMBERS WITH THE FOLLOWING ITEMS:

- | | |
|---------------|-----------------|
| 1. LEATHER | 6. NIGHT STICKS |
| 2. WEAPONS | 7. RIOT HELMETS |
| 3. AMMUNITION | 8. BADGES |
| 4. MACE | 9. EMBLEMS |
| 5. HANDCUFFS | 10. PATCHES |

E. IN ADDITION TO ANY OTHER BENEFITS CONTAINED IN THIS ARTICLE, EACH UNIFORMED POLICE OFFICER SHALL BE PAID THE SUM OF THREE HUNDRED TWENTY-FIVE DOLLARS (\$325.00) IN 1981 AND THREE HUNDRED SEVENTY-FIVE DOLLARS (\$375.00) IN 1982 FOR THE PURCHASE AND MAINTENANCE OF UNIFORMS AND EQUIPMENT SPECIFIED BY THE CHIEF AND CITY MANAGER. IF AT ANY TIME IT IS DETERMINED BY THE CHIEF OR BY THE CAPTAIN THAT A POLICE OFFICER IS NOT MAINTAINING HIS UNIFORMS AND EQUIPMENT IN PROPER CONDITION, THEN SAID OFFICER SHALL BE REQUIRED TO USE HIS OWN FUNDS IN ORDER TO PURCHASE THE ISSUE NECESSARY TO PROPERLY MAINTAIN THE SAME.

F. ANY UNIFORMS OR EQUIPMENT LOST OR DAMAGED THROUGH THE NEGLIGENCE OF A POLICE OFFICER WILL BE REPLACED OR REPAIRED BY THE POLICE OFFICER AT HIS OWN COST AND EXPENSE.

G. IN THE EVENT THE CITY DIRECTS THAT AN ENTIRELY NEW UNIFORM BE UTILIZED, THE CITY SHALL PAY FOR THE INITIAL COST OF SUCH UNIFORM.

ARTICLE XII - T I M E O F F *****

A. EMPLOYEES SHALL BE GRANTED TIME OFF WITHOUT DEDUCTION FROM PAY OR TIME OWED FOR THE FOLLOWING REASONS:

1. DEATH IN THE IMMEDIATE FAMILY, FROM THE DAY OF DEATH UP TO AND INCLUDING THE DAY OF THE FUNERAL, NOT TO EXCEED FOUR (4) WORKING DAYS.

2. IN THE EVENT OF A SERIOUS ILLNESS, INCLUDING CHILDBIRTH, IN THE IMMEDIATE FAMILY AS DEFINED IN PARAGRAPH B, POLICE OFFICERS SHALL BE ALLOWED TO USE ACCUMULATED SICK TIME OR COMPENSATORY TIME OFF IN ORDER TO ATTEND TO HIS RESPONSIBILITIES TOWARDS HIS FAMILY.

B. IMMEDIATE FAMILY, FOR PURPOSES OF THIS ARTICLE, SHALL BE DEFINED AS HUSBAND, WIFE, CHILD, STEPCHILD, MOTHER, FATHER, BROTHER, SISTER, STEPMOTHER, STEPFATHER, GUARDIAN,

MOTHER-IN-LAW, FATHER-IN-LAW, GRANDMOTHER, GRANDFATHER, GRANDCHILDREN, SISTER-IN-LAW, AND BROTHER-IN-LAW.

ARTICLE XIII - T E R M I N A L L E A V E

A. EMPLOYEES WHO RETIRE SHALL RECEIVE TERMINAL LEAVE IMMEDIATELY PRIOR TO RETIREMENT. SUCH LEAVE SHALL BE COMPUTED AT THE RATE OF FOUR (4) CALENDAR DAYS FOR EACH CALENDAR YEAR OF SERVICE. ADDED TO SUCH LEAVE SHALL BE ANY VACATION TIME DUE WHICH IS OWED TO THE RETIRING EMPLOYEES.

B. IF A POLICE OFFICER IS ON TERMINAL LEAVE, HE SHALL NOT BE ENTITLED TO ACCUMULATE ANY ADDITIONAL SICK LEAVE, AND ONCE TERMINAL LEAVE HAS COMMENCED, IT SHALL NOT BE INTERRUPTED FOR PURPOSES OF TAKING SICK LEAVE.

C. IF A POLICE OFFICER IS ON TERMINAL LEAVE, HE SHALL NOT BE ENTITLED TO ACCUMULATE OR PYRAMID ANY FRINGE BENEFITS. THAT IS, SUCH POLICE OFFICER SHALL EARN NO FRINGE BENEFITS OF ANY KIND WHILE ON TERMINAL LEAVE.

ARTICLE XIV - M I L I T A R Y L E A V E

A. ANY EMPLOYEE CALLED INTO THE ARMED FORCES OF THE UNITED STATES DURING NATIONAL EMERGENCY OR DRAFTED, SHALL BE GIVEN ALL THE PROTECTION OF APPLICABLE LAWS AND LEAVE OF ABSENCE SHALL BE GRANTED.

B. EMPLOYEES WHO ARE PRESENTLY SUBJECT TO EXISTING RESERVE REQUIREMENTS OF THE UNITED STATES ARMED FORCES OR RESERVE SHALL BE COVERED BY THE MILITARY COMPENSATION AGREEMENT MADE IN PARAGRAPH A.

ARTICLE XV - G R I E V A N C E P R O C E D U R E

A. PURPOSE AND DEFINITION

1. THE PURPOSE OF THE GRIEVANCE PROCEDURE SHALL BE TO SETTLE ALL GRIEVANCES BETWEEN THE CITY AND THE ASSOCIATION AND EMPLOYEES AS QUICKLY AS POSSIBLE, SO AS TO ASSURE EFFICIENCY AND PROMOTE EMPLOYEE MORALE.

2. WITH REGARD TO EMPLOYEES, THE TERM "GRIEVANCE" AS USED HEREIN MEANS AN APPEAL BY AN INDIVIDUAL EMPLOYEE OR THE ASSOCIATION ON BEHALF OF AN INDIVIDUAL EMPLOYEE OR GROUP OF EMPLOYEES, FROM THE INTERPRETATION,

APPLICATION, OR VIOLATION OF POLICIES, AGREEMENTS, AND ADMINISTRATIVE DECISIONS AFFECTING THEM. WITH REGARD TO THE CITY, THE TERM "GRIEVANCE" AS USED HEREIN MEANS A COMPLAINT OR CONTROVERSY ARISING OVER THE INTERPRETATION, APPLICATION OR ALLEGED VIOLATION OF THE TERMS AND CONDITIONS OF THIS AGREEMENT.

3. WITH RESPECT TO EMPLOYEE GRIEVANCES, NO GRIEVANCE MAY PROCEED BEYOND STEP 2 HEREIN UNLESS IT CONSTITUTES A CONTROVERSY ARISING OVER THE INTERPRETATION, APPLICATION OR ALLEGED VIOLATION OF THE SPECIFIC TERMS AND CONDITIONS OF THIS AGREEMENT.

B. STEPS OF THE GRIEVANCE PROCEDURE.

ALL GRIEVANCES SHALL BE PROCESSED AS FOLLOWS:

STEP 1: THEY SHALL BE DISCUSSED WITH THE EMPLOYEES INVOLVED AND THE PBA REPRESENTATIVES, WITH THE CHIEF OF THE DEPARTMENT, OR ANY REPRESENTATIVE DESIGNATED BY HIM WITHIN TEN (10) DAYS AFTER THE INCIDENT COMPLAINED OF. AN ANSWER SHALL BE MADE TO THE PBA WITHIN FIVE (5) CALENDAR DAYS BY THE CHIEF OR HIS DESIGNATED REPRESENTATIVE TO THE PBA REPRESENTATIVE.

STEP 2: IF THE GRIEVANCE IS NOT SETTLED THROUGH STEP 1, THE SAME SHALL BE REDUCED TO WRITING BY THE PBA AND SUBMITTED TO THE CITY MANAGER OR ANY PERSON DESIGNATED BY HIM WITHIN FIVE (5) DAYS AND THE ANSWER TO SUCH GRIEVANCE SHALL BE MADE IN WRITING, A COPY TO THE ASSOCIATION, WITHIN FIVE (5) DAYS OF THE SUBMISSION.

STEP 3: IF THE GRIEVANCE IS NOT SETTLED THROUGH STEPS 1 AND 2, EITHER PARTY MAY REFER THE MATTER TO THE PUBLIC EMPLOYMENT RELATIONS COMMISSION WITHIN TEN (10) DAYS AFTER THE DETERMINATION BY THE CITY MANAGER. AN ARBITRATOR SHALL BE SELECTED PURSUANT TO THE RULES OF THE PUBLIC EMPLOYMENT RELATIONS COMMISSION.

C. NO ARBITRATION HEARING SHALL BE SCHEDULED SOONER THAN THIRTY (30) DAYS AFTER THE FINAL DECISION BY THE CITY MANAGER. IN THE EVENT THE AGGRIEVED ELECTS TO PURSUE CIVIL SERVICE PROCEDURES, THE ARBITRATION HEARING SHALL BE CANCELLED AND THE MATTER WITHDRAWN FROM ARBITRATION. WHICHEVER PARTY TO THIS AGREEMENT FILES FOR ARBITRATION WITH PERC AND THEREAFTER ELECTS TO PURSUE CIVIL SERVICE PROCEDURES, SHALL PAY WHATEVER COSTS MAY HAVE BEEN INCURRED IN THE PROCESSING OF THE CASE TO ARBITRATION.

D. THE ARBITRATOR SHALL BE BOUND BY THE PROVISIONS OF THIS AGREEMENT AND RESTRICTED TO THE APPLICATION OF THE FACTS PRESENTED TO HIM INVOLVED IN THE GRIEVANCE. THE ARBITRATOR

SHALL NOT HAVE THE AUTHORITY TO ADD TO, MODIFY, DETRACT FROM, OR ALTER IN ANY WAY THE PROVISIONS OF THIS AGREEMENT OR ANY AMENDMENT OR SUPPLEMENT THERETO.

E. THE COSTS FOR THE SERVICES OF THE ARBITRATOR SHALL BE BORNE EQUALLY BY THE CITY AND THE ASSOCIATION. ANY ADDITIONAL COSTS SHALL BE PAID BY THE PARTY INCURRING SAME.

F. THE DECISION OF THE ARBITRATOR SHALL BE FINAL AND BINDING ON BOTH PARTIES.

ARTICLE XVI - COMMENDATION
AND HONORABLE MENTION

A. COMPENSATORY TIME FOR THE FOLLOWING REWARDS SHALL BE GRANTED SUBJECT TO REVIEW AND AWARD OF TIME OFF BY CITY COUNCIL.

1. FOR COMMENDATION, TWO (2) DAYS AND FOR HONORABLE MENTION, ONE (1) DAY.

B. THE PARTIES AGREE TO ESTABLISH A REVIEW BOARD WHICH SHALL BE COMPRISED OF THE CITY MANAGER, THE CHIEF OF POLICE AND ONE (1) POLICE OFFICER FROM THE DEPARTMENT, ELECTED BY THE MEMBERS OF THE DEPARTMENT. IT SHALL BE DUTY OF THIS BOARD TO REVIEW RECOMMENDATIONS FOR AWARDS AND MAKE RECOMMENDATIONS FOR AWARDS TO THE CITY COUNCIL.

ARTICLE XVII - PATROL CARS

A. ALL NEW PATROL CARS SHALL BE AIR CONDITIONED AND SHALL CONTAIN AM RADIOS.

B. THE CITY AGREES TO PROVIDE EVERY PATROL CAR WITH EQUIPMENT WHICH SHALL BE AGREED UPON BY THE CHIEF OF POLICE AND THE PBA. A LIST OF SUCH EQUIPMENT SHALL BE MAINTAINED WITH EACH POLICE VEHICLE, AND THE OFFICERS USING THE RESPECTIVE VEHICLES SHALL BE ACCOUNTABLE FOR THE EQUIPMENT THEREIN CONTAINED.

C. THE EMPLOYEE SHALL BE RESPONSIBLE FOR THE PAYMENT OF DAMAGES TO ANY POLICE VEHICLES DAMAGED THROUGH THE NEGLIGENCE OR CARELESSNESS OF THE EMPLOYEE.

ARTICLE XVIII - UNSAFE VEHICLES

A. IT SHALL BE THE RESPONSIBILITY OF EACH POLICE OFFICER TO IMMEDIATELY REPORT ANY DEFECTIVE VEHICLES TO THEIR IMMEDIATE SUPERIOR.

B. IN THE EVENT APPROPRIATE CITY AUTHORITIES DETERMINE THAT A VEHICLE IS IN AN UNSAFE OPERATING CONDITION, SAID VEHICLE SHALL BE REMOVED FROM SERVICE AND REPAIRED.

ARTICLE XIX - WAGES

A. THE SALARY FOR POLICE OFFICERS COVERED BY THIS AGREEMENT SHALL BE AS FOLLOWS:

1. EFFECTIVE JANUARY 1, 1981, SALARIES SHALL BE THOSE LISTED AT STEP THREE (3) ON THE ATTACHED SALARY RANGE AND STEP GUIDE FOR FOURTH YEAR POLICE OFFICERS.

2. EFFECTIVE JANUARY 1, 1982, SALARIES SHALL BE THOSE LISTED AT STEP FIVE (5) ON THE ATTACHED SALARY RANGE AND STEP GUIDE FOR FOURTH YEAR POLICE OFFICERS.

3. A PAY CODE OR TITLE PROMOTION SHALL NOT RESULT IN A DECREASE IN PAY.

4. THE SALARY FOR SERGEANTS SHALL BE \$1,500 PER YEAR ABOVE THAT OF FOURTH YEAR POLICE OFFICERS. THE SALARY FOR LIEUTENANT SHALL BE \$500 PER YEAR ABOVE THAT OF

SERGEANT.

5. MINIMUM STARTING (HIRING) SALARIES SHALL BE THE LOWEST STEP IN EACH GRADE AS SET FORTH IN THE ATTACHED SALARY RANGE AND STEP GUIDE.

B. IN ADDITION TO THE REGULAR SALARY, K-9 CORP OFFICERS SHALL BE ENTITLED TO A LUMP SUM PAYMENT OF FIVE HUNDRED DOLLARS (\$500.)

C. IN ADDITION TO REGULAR SALARY DETECTIVES SHALL BE ENTITLED TO A LUMP SUM PAYMENT OF FIVE HUNDRED DOLLARS (\$500.00).

ARTICLE XX - LONGEVITY

A. IN ADDITION TO SALARY, POLICE OFFICERS SHALL RECEIVE LONGEVITY PAY COMPUTED AS FOLLOWS:

YEARS OF SERVICE	PERCENT
4 YEARS	2%
9 YEARS	4%
14 YEARS	6%
19 YEARS	8%
24 YEARS	10%

B. LONGEVITY SHALL BE COMPUTED FROM ORIGINAL DATE OF HIRE.

ARTICLE XXI - PROBATIONARY PERIOD

AND ANNIVERSARY DATE

A. NEW EMPLOYEES SHALL SERVE A PROBATIONARY PERIOD IN ACCORDANCE WITH CIVIL SERVICE RULES AND REGULATIONS. THE POLICE TRAINING ACADEMY SHALL BE THE ONE PRESENTLY LOCATED AT SEA GIRT, NEW JERSEY. THE CITY SHALL MAKE ALL REASONABLE EFFORTS TO SECURE TRAINING FOR NEW EMPLOYEES AT SEA GIRT, BUT IN THE EVENT SEA GIRT REFUSES TO ACCEPT A CANDIDATE, THAT CANDIDATE CAN THEN BE SENT TO ANOTHER ACADEMY.

B. FOR ALL PURPOSES OF COMPUTATION UNDER THIS CONTRACT, THE ORIGINAL DATE OF HIRE SHALL BE USED.

ARTICLE XXI - OUT OF TITLE WORK

A. IN THE EVENT A POLICE OFFICER IS OFFICIALLY

DESIGNATED TO WORK OUT OF TITLE FOR MORE THAN FIFTEEN (15) CONSECUTIVE DAYS WHERE THE VACANCY IS NOT CAUSED BY VACATION, HE SHALL BE PAID AT THE RATE OF THE HIGHER TITLE, FROM THE BEGINNING OF THE SIXTEENTH (16TH) DAY.

B. NO EMPLOYEE SO DESIGNATED AND REMAINING IN THE HIGHER RANKING POSITION FOR SEVEN (7) DAYS SHALL THEREAFTER BE REMOVED FROM SAID POSITION FOR THE SOLE PURPOSE OF AVOIDING THE EXTRA COMPENSATION.

ARTICLE XXIII - MANAGEMENT RIGHTS

A. THE CITY HEREBY RETAINS AND RESERVES UNTO ITSELF ALL POWERS, RIGHTS, AUTHORITY, DUTIES AND RESPONSIBILITIES CONFERRED UPON AND VESTED IN IT PRIOR TO THE SIGNING OF THIS AGREEMENT BY THE LAWS AND CONSTITUTION OF THE STATE OF NEW JERSEY AND OF THE UNITED STATES, INCLUDING, BUT WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, THE FOLLOWING RIGHTS:

1. TO THE EXECUTIVE MANAGEMENT AND ADMINISTRATIVE CONTROL OF THE CITY GOVERNMENT AND ITS PROPERTIES AND FACILITIES AND THE ACTIVITIES OF ITS EMPLOYEES WHILE ON DUTY.

2. TO HIRE ALL EMPLOYEES AND SUBJECT TO THE PROVISIONS OF LAW, TO DETERMINE THEIR QUALIFICATIONS AND CONDITIONS FOR CONTINUED EMPLOYMENT OR ASSIGNMENT AND TO PROMOTE AND TRANSFER EMPLOYEES.

3. TO SUSPEND, DEMOTE, DISCHARGE OR TAKE OTHER DISCIPLINARY ACTION FOR GOOD AND JUST CAUSE ACCORDING TO LAW.

B. THE EXERCISE OF THE FORGOING POWERS, RIGHTS, AUTHORITY, DUTIES AND RESPONSIBILITIES OF THE CITY, THE ADOPTION OF POLICIES, RULES AND REGULATIONS AND PRACTICES IN FURTHERANCE THEREOF, AND THE USE OF JUDGEMENT AND DISCRETION IN CONNECTION THEREWITH SHALL BE LIMITED ONLY BY THE SPECIFIC AND EXPRESS TERMS OF THIS AGREEMENT AND THEN ONLY TO THE EXTENT SUCH SPECIFIC AND EXPRESS TERMS HEREOF ARE IN CONFORMANCE WITH THE CONSTITUTION AND LAWS OF NEW JERSEY AND OF THE UNITED STATES.

ARTICLE XXIV - NO STRIKE PLEDGE

A. THE ASSOCIATION COVENANTS AND AGREES THAT DURING THE TERM OF THIS AGREEMENT NEITHER THE ASSOCIATION NOR ANY

PERSON ACTING IN ITS BEHALF WILL CAUSE, AUTHORIZE, OR SUPPORT, NOR WILL ANY OF ITS MEMBERS TAKE PART IN ANY STRIKE (I.E., THE CONCERTED FAILURE TO REPORT FOR DUTY, OR WILLFUL ABSENCE OF ANY EMPLOYEE FROM HIS POSITION, OR STOPPAGE OF WORK OR ABSTINENCE IN WHOLE OR IN PART, FROM THE FULL, FAITHFUL AND PROPER PERFORMANCE OF THE EMPLOYEE'S DUTIES OF EMPLOYMENT), WORK STOPPAGE, SLOW-DOWNS, WALKOUT OR OTHER ILLEGAL JOB ACTION AGAINST THE CITY UNDERTAKEN BY MEMBERS OF THIS BARGAINING UNIT. THE ASSOCIATION AGREES THAT SUCH ACTION WOULD CONSTITUTE A MATERIAL BREACH OF THIS AGREEMENT.

B. IN THE EVENT OF A STRIKE, SLOWDOWN OR WALKOUT, IT IS COVENANTED AND AGREED THAT PARTICIPATION IN ANY SUCH ACTIVITY BY ANY EMPLOYEE COVERED UNDER THE TERMS OF THIS AGREEMENT SHALL BE DEEMED GROUNDS FOR TERMINATION OF SUCH EMPLOYEE OR EMPLOYEES, SUBJECT HOWEVER, TO THE APPLICATION OF THE GRIEVANCE PROCEDURE CONTAINED IN ARTICLE XV.

C. THE ASSOCIATION WILL ACTIVELY DISCOURAGE AND WILL TAKE WHATEVER AFFIRMATIVE STEPS ARE NECESSARY TO PREVENT OR TERMINATE ANY STRIKE, WORK STOPPAGE, SLOWDOWN, WALKOUT OR OTHER ILLEGAL JOB ACTION AGAINST THE CITY UNDERTAKEN BY MEMBERS OF THIS BARGAINING UNIT.

D. NOTHING CONTAINED IN THIS AGREEMENT SHALL BE CONSTRUED TO LIMIT OR RESTRICT THE CITY IN ITS RIGHT TO SEEK AND OBTAIN SUCH JUDICIAL RELIEF AS IT MAY BE ENTITLED TO HAVE IN LAW OR IN EQUITY FOR INJUNCTION OR DAMAGES, OR BOTH, IN THE EVENT OF SUCH BREACH BY THE ASSOCIATION OR ITS MEMBERS.

ARTICLE XXV - S C H O O L I N G

A. THIS ARTICLE SHALL APPLY ONLY TO POLICE OFFICERS IN THE EMPLOY IN THE CITY OF CAPE MAY ON OR BEFORE JULY 1, 1979. SUCH EMPLOYEES WILL BE ENTITLED TO THE BENEFITS NOTED IN THE SUCCEEDING PARAGRAPHS BELOW.

B. EMPLOYEES SHALL RECEIVE AN INCREMENT EACH YEAR OF \$10.00 PER COLLEGE CREDIT, PROVIDING SAID EMPLOYEES HAVE EARNED A MINIMUM OF FIFTEEN (15) CREDITS FROM AN ACCREDITED COLLEGE OR UNIVERSITY. THE MAXIMUM AMOUNT OF CREDITS WHICH SHALL BE COMPENSATED FOR UNDER THIS AGREEMENT IS ONE HUNDRED THIRTY (130).

C. WITH THE EXCEPTION OF SEA GIRT, CERTIFIED POLICE TRAINING SHALL BE CONSIDERED COMPENSABLE UNDER THE FOLLOWING FORMULA: FOR EACH FORTY (40) HOURS OF CERTIFIED POLICE TRAINING, AN EMPLOYEE SHALL BE ENTITLED TO THREE COMPENSABLE CREDITS.

D. EMPLOYEE SHALL RECEIVE COMPENSABLE CREDITS FOR SEA GIRT IN AN AMOUNT ALLOTTED BY THE ACCREDITED COLLEGE OF SAID EMPLOYEE'S CHOICE.

E. OPPORTUNITY TO ATTEND SCHOOLS WILL NOT BE DENIED BECAUSE OF THE CASH PAYMENT REQUIREMENTS CONTAINED HEREIN, NOR SHALL OPPORTUNITY TO ATTEND SCHOOLS BE ARBITRARILY, CAPRICIOUSLY, OR DISCRIMINATELY DENIED.

F. THE DENIAL OF THE RIGHT TO ATTEND POLICE TRAINING SCHOOLS SHALL BE SUBJECT TO THE GRIEVANCE PROCEDURE.

G. THE CHIEF SHALL POST NOTICES LISTING THE AVAILABILITY OF POLICE TRAINING SCHOOLS.

H. PAYMENT OF THE INCREMENTS TO BE MADE IN THE LAST PAYCHECK OF THE CALENDAR YEAR.

I. POLICE OFFICERS HIRED AFTER JANUARY 1, 1976 SHALL ONLY RECEIVE INCREMENTS FOR COLLEGE CREDITS EARNED WHILE EMPLOYED AS A POLICE OFFICER IN CAPE MAY, AND IN ORDER TO BE ENTITLED TO SAID INCREMENTS, THE CREDITS EARNED MUST BE IN COURSES TAKEN TOWARDS A DEGREE IN LAW ENFORCEMENT. THE COURSES SHALL BE REVIEWED BY THE CHIEF AND/OR CAPTAIN, PRIOR TO BEING TAKEN FOR THE PURPOSE OF DETERMINING ELIGIBILITY FOR INCREMENTS, AND AN OPINION RENDERED AS TO ELIGIBILITY WITHIN TEN (10) DAYS FROM THE DATE OF SUBMISSION.

ARTICLE XXVI - DEDUCTIONS FROM SALARY

A. THE CITY AGREES TO DEDUCT FROM THE SALARIES OF ITS EMPLOYEES SUBJECT TO THIS AGREEMENT DUES FOR THE PBA. SUCH DEDUCTIONS SHALL BE MADE IN COMPLIANCE WITH CHAPTER 310 PUBLIC LAWS OF 1967, N.J.S.A. (R.S.) 52:14-15.9(E), AS AMENDED. SAID MONIES TOGETHER WITH RECORDS OF ANY CORRECTIONS SHALL BE TRANSMITTED TO THE PBA OFFICE BY THE FIFTEENTH (15TH) OF EACH MONTH FOLLOWING THE MONTHLY PAY PERIOD IN WHICH DEDUCTIONS WERE MADE.

B. IF, DURING THE LIFE OF THIS AGREEMENT, THERE SHALL BE ANY CHANGE IN THE RATE OF MEMBERSHIP DUES, THE PBA SHALL FURNISH TO THE CITY WRITTEN NOTICE PRIOR TO THE EFFECTIVE DATE OF SUCH CHANGE AND SHALL FURNISH TO THE CITY NEW AUTHORIZATIONS FROM ITS MEMBERS SHOWING THE AUTHORIZED DEDUCTION FOR EACH EMPLOYEE.

C. THE PBA WILL PROVIDE THE NECESSARY "CHECK OFF AUTHORIZATION" FORM AND DELIVER THE SIGNED FORMS TO THE CITY TREASURER. THE PBA SHALL INDEMNIFY, DEFEND AND SAVE THE CITY HARMLESS AGAINST ANY AND ALL CLAIMS, DEMANDS, SUITS, OR OTHER

FORMS OF LIABILITY THAT SHALL ARISE OUT OF OR BY REASON OF ACTION TAKEN BY THE CITY IN RELIANCE UPON SALARY DEDUCTION AUTHORIZATION CARDS SUBMITTED BY THE PBA TO THE CITY.

XXVII. - MISCELLANEOUS

A. POLICE OFFICERS SHALL NOT BE REQUIRED TO HAND WASH THEIR POLICE VEHICLES.

B. THE K-9 DOGS SHALL CONTINUE TO RECEIVE VETERINARY BENEFITS AND CARE AND MAINTENANCE ALLOWANCE AFTER THEY ARE "RETIRED" FROM ACTIVE DUTY FOR WHATEVER REASON. WHEN A DOG IS RETIRED FOR WHATEVER REASON, THE CITY MAY SUPPLY AND TRAIN A REPLACEMENT DOG FOR THE SAME HANDLER AS THE RETIRED DOG.

C. AS NOTED HEREAFTER IN ARTICLE XXIX, FULLY BARGAINED PROVISIONS, THIS AGREEMENT REPRESENTS THE TOTAL AGREEMENT BETWEEN THE PARTIES AND SHALL BE PARAMOUNT, IRRESPECTIVE OF ANY OTHER AGREEMENTS WHICH MAY HAVE BEEN REACHED PREVIOUSLY OR HEREAFTER BETWEEN INDIVIDUALS AND THE CITY.

ARTICLE XXVIII. - SEPARABILITY AND SAVINGS

A. IF ANY PROVISION OF THIS AGREEMENT OR ANY APPLICATION OF THIS AGREEMENT TO ANY EMPLOYEE OR GROUP OF EMPLOYEES IS HELD TO BE CONTRARY TO LAW, THEN SUCH PROVISION AND APPLICATION SHALL NOT BE DEEMED VALID AND SUBSISTING EXCEPT TO THE EXTENT PERMITTED BY LAW. ALL OTHER PROVISIONS AND APPLICATIONS CONTAINED HEREIN SHALL CONTINUE IN FULL FORCE AND EFFECT.

ARTICLE XXIX. - FULLY BARGAINED PROVISIONS

A. THIS AGREEMENT REPRESENTS AND INCORPORATES THE COMPLETE AND FINAL UNDERSTANDING AND SETTLEMENT BY THE PARTIES ON ALL BARGAINABLE ISSUES WHICH WERE OR COULD HAVE BEEN THE SUBJECT OF NEGOTIATIONS.

B. DURING THE TERM OF THIS AGREEMENT, NEITHER PARTY WILL BE REQUIRED TO NEGOTIATE WITH RESPECT TO ANY SUCH MATTER, WHETHER OR NOT COVERED BY THIS AGREEMENT, AND WHETHER OR NOT WITHIN THE KNOWLEDGE OR CONTEMPLATION OF EITHER OR BOTH OF THE PARTIES AT THE TIME THEY NEGOTIATED OR SIGNED THIS AGREEMENT.

ARTICLE XXX - DURATION OF AGREEMENT

THIS AGREEMENT SHALL BE EFFECTIVE AS OF JANUARY 1, 1981 AND SHALL REMAIN IN EFFECT TO AND INCLUDING DECEMBER 31, 1982. THIS AGREEMENT SHALL CONTINUE IN FULL FORCE AND EFFECT FROM YEAR TO YEAR THEREAFTER UNLESS ONE PARTY OR THE OTHER GIVES NOTICE IN WRITING, NO SOONER THAN ONE HUNDRED FIFTY (150) DAYS NOR LATER THAN NINETY (90) DAYS PRIOR TO THE EXPIRATION DATE OF THIS AGREEMENT OF A DESIRE TO CHANGE, MODIFY, OR TERMINATE THIS AGREEMENT. THIS CONTRACT, EVEN THOUGH NOTICE AS ABOVE SET FORTH IS GIVEN, SHALL REMAIN IN EFFECT UNTIL A SUCCESSOR CONTRACT IS ENTERED INTO.

IN WITNESS WHEREOF, THE PARTIES HAVE HEREUNTO SET THEIR HANDS AND SEALS AND/OR CAUSED THESE PRESENTS TO BE SIGNED BY THEIR PROPER CORPORATE OFFICERS AND THE CORPORATE SEAL AFFIXED, DATED THE DATE AND YEAR FIRST ABOVE WRITTEN.

PBA LOCAL 59

CITY OF CAPE MAY

BY:

BY:

MAYOR

ATTEST:

ATTEST:

DATE:

1981-1982 PBA SALARY RANGES & STEPS
CITY OF CAPE MAY, N.J. - PER MANAGER/PBA UNDERSTANDING

**NOTE: INDIVIDUAL SALARY LEVELS MAY DIFFER FROM THE SPECIFIC
AMOUNTS LISTED BELOW, BUT MUST WITHIN THE RANGE SHOWN. STEPS
ARE NOT TO BE CONSIDERED AUTOMATIC.**

**SALARIES FOR 4TH YEAR POLICE OFFICERS, SERGEANTS AND LIEUTENANT
SHALL BE AT STEP THREE (3) FOR 1981 AND STEP FIVE (5) FOR 1982.**

PAY CODE	1	2	3	4	5	6	7	8
	9	10	11	12	13	14	15	
POLICE OFFICER - 1ST YEAR								
51	12,917.	13,369.	13,837.	14,321.	14,823.	15,341.	15,878.	16,434.
	17,009.	17,605.	18,221.	18,858.	19,518.	20,202.	20,909.	
POLICE OFFICER - 2ND YEAR								
52	14,532.	15,041.	15,567.	16,112.	16,676.	17,259.	17,864.	18,489.
	19,136.	19,806.	20,499.	21,216.	21,959.	22,727.	23,523.	
POLICE OFFICER - 3RD YEAR								
53	15,340.	15,877.	16,433.	17,008.	17,603.	18,219.	18,857.	19,517.
	20,200.	20,907.	21,639.	22,396.	23,180.	23,991.	24,831.	
POLICE OFFICER - 4TH YEAR								
54	16,954.	17,547.	18,162.	18,797.	19,455.	20,136.	20,841.	21,570.
	22,325.	23,107.	23,915.	24,752.	25,619.	26,515.	27,443.	
POLICE SERGEANT								
55	18,454.	19,047.	19,662.	20,297.	20,955.	21,636.	22,341.	23,070.
	23,825.	24,607.	25,415.	26,252.	27,119.	28,015.	28,943.	
POLICE LIEUTENANT								
56	19,354.	19,947.	20,562.	21,197.	21,855.	22,536.	23,241.	23,970.
	24,725.	25,507.	26,315.	27,152.	28,019.	28,915.	29,843.	